Guam Memorial Hospital Authority
Aturidåt Espetåt Mimuriåt Guåhan

850 GOV. CARLOS CAMACHO ROAD
OKA, TAMUNING, GUAM 96913
TEL: (671) 647-2444 or 647-2330
FAX: (671) 649-0145

October 4, 2019

35GL-19-1082
Speaker Tina Rose Muña Barnes

OCT 07 2019
Time 2:32 ( )AM PM
Received By: Matt

2019 OCT -7 PM 3:21

VIA HAND DELIVERY
Honorable Tina Muña Barnes
Speaker of I Minatrentai Singko Na Liheslaturan Guåhan
163 Chalan Santo Papa
Hagåtña, GU 96910

RE: Reporting Requirements for Boards and Commissions

Dear Speaker Barnes:

To comply with Ch. 8 of Title 5 GCA, Section 38, §8113.1, Reporting Requirements for Boards and Commissions, enclosed is a compact disc containing electronic copies of the materials presented and discussed at the September 25, 2019 regular meeting of the GMHA Board of Trustees.

Please contact Theo Pangelinan from our Board Office at 647-2104 for any questions or concerns.

Kindest Regards,

Lillian Perez-Posadas, RN, MN
Hospital Administrator/CEO

Enclosure

1082

MEETING IN PROGRESS

GMHA Board of Trustees

Wednesday, September 25, 2019 | 5:30 p.m.
Daniel L. Webb Conference Room

GMHA Board of Trustees

ATTENDANCE SHEET

Wednesday, September 25, 2019 | 5:30 p.m. | Daniel L. Webb Conference Room

	NAME:	TITLE:	SIGNATURE:
Board of Trustees	Theresa Obispo	Chairperson	
	Melissa Waibel	Vice-chairperson	
	Sarah Thomas-Nededog	Secretary	
	Byron Evaristo	Treasurer	
	Sharon Davis	Trustee	
	Sonia Siliang	Trustee	
	Glynis Almonte	Trustee	
	Michael Um	Trustee	
	Evangeline Allen	Trustee	
Executive Management	Lillian Perez-Posadas	Hospital Administrator/CEO	
	William N. Kando	Associate Administrator of Operations	
	Annie Bordallo, M.D.	Associate Administrator of Medical Services	
	Joleen Aguon, M. D.	Assistant Associate Administrator of Medical Services	
	Don Rabanal	Assistant Administrator of Administrative Services	
	Jemmabeth Simbillo	Assistant Administrator of Nursing Services	
	Christine Tuquero	Deputy Assistant Administrator of Nursing Services	
	Yukari Hechanova	Acting ~~Assistant~~ Chief Financial Officer	
	Rodalyn Gerardo	Chief Auditor	
Medical Staff	James Last, MD	Medical Staff President	
	Dustin Prins, DPm	Future Medical Staff OCT 2019 President	
Guest(s)	Danielle Maglaque	Comp Clerk	

GMHA Board of Trustees

AGENDA

Wednesday, September 25, 2019 | 5:30 p.m. | Daniel L. Webb Conference Room

---

I. CALL MEETING TO ORDER AND DETERMINATION OF QUORUM

Five (5) members establish a quorum.

II. ACCEPTANCE OF REGULAR SESSION MINUTES

A. August 21, 2019

III. OLD BUSINESS

A. Biannual Review of Board of Trustees Bylaws
B. Board of Trustees Self-evaluations

IV. NEW BUSINESS

A. Tax Withholdings from Prior Years owed to DRT

V. BOARD SUBCOMMITTEE REPORTS

A. Joint Conference and Professional Affairs
    1. 2019-43, Relative to the Reappointment of Active Medical Staff Privileges
    2. 2019-44, Relative to the Appointment of Provisional Medical Staff Privileges
    3. 2019-45, Relative to the Reappointment of Full Allied Health Professional Staff Privileges
    4. 2019-46, Relative to the Extension of Privileges for Ben Numpang, MD with a Focused Professional Practice Evaluation (FPPE)

B. Human Resources
    1. 2019-47, Relative to the Reassignment of Pay Grades for the Hospital Occupational Therapist II, the Hospital Occupational Therapist Assistant, and the Hospital Physical Therapist Assistant Positions
    2. 2019-48, Relative to the Amendment of Job Qualification Requirements for the Therapeutic Recreational Activities Coordinator Positions

C. Governance, Bylaws & Strategic Planning
D. Facilities, Capital Improvement & Information Technology
E. Quality & Safety
F. Finance & Audit

VI. MANAGEMENT'S REPORT

VII. PUBLIC COMMENT

VIII. ADJOURN MEETING

Minutes of the Regular Meeting of the Guam Memorial Hospital Authority Board of Trustees

August 21, 2019 | 5:30 p.m.
Daniel L. Webb Conference Room

ATTENDANCE

Board Members
Present: Theresa Obispo, Melissa Waibel, Sarah Thomas-Nededog, Byron Evaristo, Sonia Siliang, Dr. Michael Um

Absent: Sharon Davis, Glynis Almonte, Evangeline Allen

Leadership
Present: Lillian Perez Posadas, William Kando, Dr. Annie Bordallo, Dr. Joleen Aguon, Don Rabanal, Jemmabeth Simbillo, Christine Tuquero, Benita Manglona, Yukari Hechanova, Rodalyn Gerrardo

Absent: Rodalyn Gerardo, Dr. James Last

Guests: Natasha Charfauros, Office of Senator Terlaje

ISSUE/TOPIC/DISCUSSIONS	DECISION(S)/ACTION(S)	RESPONSIBLE PARTY	REPORTING TIMEFRAME	STATUS
I. CALL MEETING TO ORDER AND DETERMINATION OF QUORUM				
	After notices were duly issued pursuant to *Title 5 Guam Code Annotated, Chapter 8 Open Government Law, Section 8107(a)* and with a quorum present, Trustee Obispo called to order the regular meeting of the GMHA Board of Trustees at 5:41 p.m. on Wednesday, August 21, 2019 in the Daniel L. Webb Conference Room of the GMHA located in Tamuning, Guam.	Trustee Obispo	None	None
II. ACCEPTANCE OF REGULAR SESSION MINUTES				
A. July 24, 2019	Trustee Dr. Um motioned, and it was seconded by Trustee Evaristo, to approve the July 24, 2019 minutes with a revision. The motion carried with all ayes.	All Board members	None	Approved
III. OLD BUSINESS				
A. Biannual Review of Board of Trustees Bylaws	Trustee Nededog informed the Board that the Governance, Bylaws, and Strategic Planning (GBSP) subcommittee had completed reviewing the Bylaws, but deferred the review of duties and responsibilities to the respective subcommittees. All recommendations received will be presented to the GBSP subcommittee for review and consideration at the next scheduled meeting. Once a final draft of the Bylaws is available, it will be submitted to the Board of Trustees for final review and approval.	Chair & Vice-chair, GBSP Subcommittee	Updates to be provided at the next scheduled meeting.	Open
B. Board of Trustees Self Evaluations	Trustee Nededog informed the Board that the GBSP subcommittee was still reviewing samples of self-evaluations.	Chair & Vice-chair, GBSP Subcommittee	Updates to be provided at the next scheduled meeting.	Tabled

	Once a draft is available, it will be distributed to the members of the Board of Trustees for review and feedback. Trustee Nededog noted that the purpose of the self-evaluation was for each Trustee to assess his/her performance as members of the Board of Trustees.			
C. 2018 Life Safety Management Plan Evaluation D. 2018 Medical Equipment Management Plan Evaluation E. 2018 Utilities Management Plan Evaluation	As per the Board's request, these plan evaluations were reviewed by the Facilities, Capital Improvement, and Information Technology subcommittee. Mr. Kando reported that the air-handling unit and Preventative Maintenance Service Program were among the 'significant' issues that needed to be addressed. Mr. Kando will work with Facilities Maintenance on the development of a Progress Report for each management plan as per Trustee Obispo's request. The progress report will be reported regularly. Trustee Evaristo motioned, and it was seconded by Trustee Dr. Um, to accept the evaluations for the Life Safety, Medical Equipment and Utilities Management Plans. The motion carried with all ayes.	Chair & Vice-chair, Fac, CIP, & IT Subcommittee	None	Approved
IV. NEW BUSINESS				
There were no new business matters for discussion.	None	None	None	None
V. BOARD SUBCOMMITTEE REPORTS				
A. Joint Conference and Professional Affairs (JCPA) 1. 2019-37, Relative to the Reappointment of Active Medical Staff Privileges 2. 2019-38, Relative to the Conditional Approval of Reappointment of Active Medical Staff Privileges 3. 2019-39, Relative to the Appointment of Provisional Medical Staff Privileges	Trustee Dr. Um presented resolutions 2019-37, 2019-38, 2019-39 and 2019-40 for approval. He informed the board that the JCPA subcommittee was making every effort to have the medical departments and committees address medical staff member issues as part of the review process when applying for privileges or renewals. Trustee Dr. Um motioned, and it was seconded by Trustee Siliang, to approve said resolutions as printed. The motion carried with all ayes.	Chair & Vice-chair, JCPA	None	Approved

4. 2019-40, Relative to Approving Revisions to the Medical Staff Bylaws				
B. <u>Human Resources</u> 1. 2019-41, Relative to the Creation of the Clinical Nurse Wound Care Supervisor and Specialist Positions	The Clinical Nurse Wound Care Supervisor and Specialist positions were developed to provide the appropriate staffing for the Wound Care Program. It also provided opportunities for the incumbents who were currently performing the duties and responsibilities to compete for the positions and be permanently assigned to the Wound Care Program. Having satisfied the transparency requirements, Resolution 2019-41 was presented to the Board for approval. Dr. Um motioned, and it was seconded by Trustee Nededog, to approve Resolution 2019-41 as printed. The motion carried with all ayes.	Chair & Vice-chair, Human Resources Subcommittee	None	Approved
2. 2019-42, Relative to Extending Hazardous Pay to all GMHA Employees While Performing Duties at the Department of Corrections	This resolution was developed to address the issue of part-time employees being ineligible to receive hazardous pay while performing duties at the Department of Corrections although they were exposed to the same risks and exposures. This matter was reviewed by legal counsel, and the Board's approval was recommended the Human Resources Subcommittee. Trustee Evaristo motioned, and it was seconded by Trustee Dr. Um, to approve Resolution 2019-42 as printed. The motion carries with all ayes.		None	Approved
C. <u>Governance, Bylaws, & Strategic Planning</u>	Refer to Old Business, A. and B. Trustee Nededog proposed developing a Board of Trustees Immersion Program. She stated that the program would provide opportunities for each member to expand his/her knowledge and become more familiar with the hospital's operations, in effect improving the discussions of the various issues and making more informed decisions.	Chair & Vice-chair, GBSP Subcommittee	Updates to be provided at the next scheduled meeting.	Informational

	Another benefit, through the various activities under an immersion program, is becoming advocates for the community. Trustee Nededog suggested for each Board member to dedicate a certain number of hours per year participating in various hospital activities (e.g., role playing, Command Center, rounding, etc.).			
D. <u>Facilities, Capital Improvement, & Information Technology</u>	In Trustee Davis' absence, Mr. Kando provided the following updates for capital improvement projects: • Dr. Aguon will be attending certification training for Endobronchial Ultrasound (EBUS) procedures. • Funding earmarked for equipment upgrades in the Maternal-Child Health units were being expended despite the MCH Expansion and Upgrade Project being placed on hold. • The 'Visitors' elevators (nos. 1 & 2) were scheduled to undergo upgrades. The project was in the mobilization phase. • The CAT Scan installation was completed, but a change order was made to install lead lining in the walls and emergency power outlets. • The installations of IBM Power 9 Servers was 60% completed. Mr. Kando noted that the server room was also renovated to expand the space, provide better flooring to support the servers, improve ventilation and install a FM200 Fire Suppression System. • The mammogram upgrade project was completed with funding through the Guam Cancer Trust Fund. • The electrical panel, roof, and Electronic Health Record (EHR) upgrade projects remained unfunded.	Chair & Vice-chair, Fac, CIP, & IT Subcommittee	Updates to be reported at the next scheduled meeting.	Informational

	It was noted that five (5) vendors responded to the Request for Information for the EHR Project. Some potential challenges/issues to consider in regard to the EHR project were finding a company whose product can integrate with our existing systems, the procurement laws, and possible penalties imposed by the Centers for Medicare and Medicaid Services (CMS). Trustee Nededog inquired if the Hospital had reached out to its counterparts in the region to discuss their experiences with the EHR solutions on the market. She was informed that the Hospital had been in contact with CHC in Saipan and the University of Hawaii.			
E. Quality & Safety	Trustees Almonte and Allen were not present to provide their report.	Chair & Vice-chair, Quality & Safety Subcommittee	Updates to be reported at the next scheduled meeting.	Informational
F. Finance & Audit	Trustee Evaristo informed the Board that the Finance and Audit Subcommittee meetings were changed to quarterly. The following were Trustee Evaristo's highlights of the hospital's financial standing: • A year-to-year comparison showed that July 2019 was the second best month since October 2018; • Total expenses were $9.5M; • Revenues were increasing; • The Hospital's cash position was $279K in July 2019, compared to $163K in July 2018.	Chair & Vice-chair, Finance & Audit Subcommittee	Updates to be reported at the next scheduled meeting.	Informational
VI. MANAGEMENT'S REPORT				
	On behalf of the management team, Ms. Perez-Posadas reported the following:	All Executive Managers	Updates to be reported at the next	Informational

	• there were a total of 1,320 FTE's and 154 new hires to date; • a total of 39 registered nurses in FY 2019, but there were 28 resignations; • recruitment efforts were being made to hire a Hospital Food Services Administrator and Assistant Administrator of Professional Support Services; The hiring of a Clinical Dietician was delayed due to the Philippine Overseas Employment Agency's requirement for paid lodging, meals, etc. during the duration of employment. • there were a total of 3,457 holdings in the Emergency Room and counting; • there were a total of 339 interventional radiology procedures conducted during the 1st Quarter of 2019 (86 were in July alone); • there were a total of 10,498 cardiology procedures during the 1st Quarter of 2019 (1,321 were in July alone); • clinic and inpatient services continued for the Department of Corrections in despite the over $6M in outstanding payments owed to the Hospital; • the Hospital owed the Department of Revenue & Taxation (DRT) around $6M in tax withholdings from prior years. GMHA management was meeting with management from DRT, the Department of Corrections and the Department of Administration on possible solutions to resolve the matter. • of $32M in claims billed, only $17M was reimbursed;		scheduled meeting.	

	• $28.9M in subsidies was approved by the Legislature for FY-2020. The $57M budgeted for capital improvements was not approved. • The Guam Power Authority was providing assistance with maintenance and repairs of the electrical panels throughout the hospital; however, the services were at a cost with the first billing around $25K. • Negotiations with the Guam Federation of Teachers had begun. Once the negotiations are completed, the final agreement will be submitted to the Board for approval. • There were a total of four (4) accrediting organizations available on the market. A presentation will be made to the Quality & Safety Subcommittee and, eventually to the Board of Trustees, for a discussion on the future plans to pursue accreditation. • The Hospital awaited receipt of a waiver from CMS that would address the situation in regard to patients that only required intermediate level of care but occupied an acute bed in the facility. The Hospital had explored other options in the past, but one challenge was that some patients did not meet other organizations' criteria for placement. <u>Other discussions</u>: Trustee Nededog suggested for the Board of Trustees to prepare a summation for Governor Leon Guerrero in preparation for her State of the Island Address.			
VII. PUBLIC COMMENT				
	There were no public comments taken.	None	None	None
VIII. ADJOURNMENT				
	There being no further business matters for discussion, Trustee Obispo declared the meeting adjourned at 7:38 p.m. The motion carried with all ayes.	All Board members	None	Approved

Transcribed by: _____
Theo M. Pangelinan
Administrative Assistant

Submitted by: _____ for:
Sarah Thomas-Nededog
Secretary

CERTIFICATION OF APPROVAL OF MINUTES: The minutes of the August 21, 2019 regular session meeting was accepted and approved by the GMHA Board of Trustees on this 25th day of September 2019.

Certified by: _____
Theresa Obispo
Chairperson

Guam Memorial Hospital Authority
Aturidåt Espetåt Mimuriåt Guåhan

850 GOV. CARLOS CAMACHO ROAD
OKA, TAMUNING, GUAM 96913
TEL: (671) 647-2444 or 647-2330
FAX: (671) 649-0145

BOARD OF TRUSTEES
Official Resolution No. 2019-43

"RELATIVE TO THE REAPPOINTMENT OF ACTIVE MEDICAL STAFF PRIVILEGES"

Practitioner	Department	Specialty	Expiration Date
Yolanda Carrera, MD	Pediatric	Pediatrics	August 31, 2021
John Garrido, MD	Pediatric	Pediatrics	August 31, 2021
Russel Aubin, DO	Anesthesia	Anesthesiology	August 31, 2021
Gilbert Lopez, MD	Anesthesia	Anesthesiology	August 31, 2021
Tedd Grohsong, DO	Emergency	Emergency Medicine	August 31, 2021
Frank Reda, MD	Radiology	Tele Radiology	August 31, 2021
Florencio Lizama, MD	Medicine	Internal Medicine	August 31, 2021
Pichet Iampornpipopchai, MD	Medicine	Internal Medicine	August 31, 2021
Faraz Ouhadi, MD	Medicine	Internal Medicine	August 31, 2021
Brigido Legaspi, MD	Medicine	Internal Medicine	August 31, 2021

WHEREAS, the above listed practitioners met the basic requirements for Active Medical Staff Membership as determined by the appropriate Medical Staff Departments and Committees pursuant to the GMHA Medical Staff Bylaws, Article IV, Section 4.2; and

WHEREAS, the Medical Executive Committee on September 11, 2019 and the Joint Conference and Professional Affairs Committee on September 18, 2019 recommended approval of Active Medical Staff Membership reappointment for the above listed practitioners; and

WHEREAS, all reappointments to Active Medical Staff Membership require Board approval; now, therefore be it

RESOLVED, that the Board of Trustees approves this recommendation to reappoint the above named practitioners to Active Medical Staff as recommended; and, be it further

RESOLVED, that the Board of Trustees directs the Hospital Administrator to duly notify the practitioners listed above and all Hospital and Medical Departments of these reappointments; and be it further

RESOLVED, that the Board of Trustees Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 25th DAY OF SEPTEMBER 2019.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary

Guam Memorial Hospital Authority
Aturidåt Espetåt Mimuriåt Guåhan

850 GOV. CARLOS CAMACHO ROAD
OKA, TAMUNING, GUAM 96913
TEL: (671) 647-2444 or 647-2330
FAX: (671) 649-0145

BOARD OF TRUSTEES
Official Resolution No. 2019-44

RELATIVE TO THE APPOINTMENT OF PROVISIONAL MEDICAL STAFF PRIVILEGES

Practitioner	Department	Specialty	Expiration Date
Frankie Mendiola, MD	Emergency	Emergency Medicine	August 31, 2020
Tim Riesenberger, MD	Emergency	Emergency Medicine	August 31, 2020
David Bogolub, DO	Emergency	Emergency Medicine	August 31, 2020
Xavier Packianathan, MD	Radiology	Radiologist	August 31, 2020
Nathaniel Berg, MD	Radiology	Radiologist	August 31, 2020

WHEREAS, the above listed practitioners met the basic requirements for Provisional Medical Staff Membership as determined by the appropriate Medical Staff Departments and Committees pursuant to the GMHA Medical Staff Bylaws, Article IV, Section 4.3; and

WHEREAS, the Medical Executive Committee on September 11, 2019 and the Joint Conference and Professional Affairs Committee on September 18, 2019 recommended approval of Provisional Medical Staff Membership appointment for the above listed practitioners; and

WHEREAS, all appointments to Provisional Medical Staff Membership require Board approval; now, therefore be it

RESOLVED, that the Board of Trustees approves this recommendation to appoint the above named practitioners to Provisional Medical Staff as recommended; and, be it further

RESOLVED, that the Board of Trustees directs the Hospital Administrator to duly notify the practitioners listed above and all Hospital and Medical Departments of these appointments; and be it further

RESOLVED, that the Board of Trustees Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 25th DAY OF SEPTEMBER 2019.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary

Guam Memorial Hospital Authority
Aturidåt Espetåt Mimuriåt Guåhan

850 GOV. CARLOS CAMACHO ROAD
OKA, TAMUNING, GUAM 96913
TEL: (671) 647-2444 or 647-2330
FAX: (671) 649-0145

BOARD OF TRUSTEES
Official Resolution No. 2019-45

"RELATIVE TO THE APPOINTMENT OF FULL ALLIED HEALTH STAFF PRIVILEGES"

Practitioner	Department	Specialty	Expiration Date
Sangwook Kang, CRNA	Anesthesia	Certified Registered Nurse Anesthetist	August 31, 2021

WHEREAS, the above listed practitioners met the basic requirements for Allied Health Professional Staff Membership as determined by the appropriate Medical Staff Departments and Committees pursuant to the GMHA Medical Staff Bylaws, Article VII, Section 7.2; and

WHEREAS, the Medical Executive Committee on September 11, 2019 and the Joint Conference and Professional Affairs Committee on September 25, 2019, recommended approval of Full Allied Health Staff Membership appointment for the above listed practitioner; and

WHEREAS, all reappointments to Full Allied Health Professional Staff Membership require Board approval; now, therefore be it

RESOLVED, that the Board of Trustees approves this recommendation to reappoint the above named practitioners to Full Allied Health Professional Staff as recommended; and, be it further

RESOLVED, that the Board of Trustees directs the Hospital Administrator to duly notify the practitioner listed above and all Hospital and Medical Departments of this reappointment; and be it further

RESOLVED, that the Board of Trustees Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 25th DAY OF SEPTEMBER 2019.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary

Guam Memorial Hospital Authority
Aturidåt Espetåt Mimuriåt Guåhan

850 GOV. CARLOS CAMACHO ROAD
OKA, TAMUNING, GUAM 96913
TEL: (671) 647-2444 or 647-2330
FAX: (671) 649-0145

BOARD OF TRUSTEES
Official Resolution No. 2019-46

"RELATIVE TO THE REAPPOINTMENT OF ACTIVE MEDICAL STAFF PRIVILEGES"

Practitioner	Department	Specialty	Expiration Date
Ben Numpang, MD	Pediatrics	Pediatrics	May 31, 2021

WHEREAS, the above listed practitioner met the basic requirements for Active Medical Staff Membership as determined by the appropriate Medical Staff Departments and Committees pursuant to the GMHA Medical Staff Bylaws, Article IV, Section 4.2; and

WHEREAS, the Board of Trustees approved Active Medical Staff Membership reappointment for Ben Numpang, M.D. for a period of three months with a Focused Professional Practice Evaluation (FPPE); and

WHEREAS, on September 18, 2019, the Joint Conference and Professionals Affairs subcommittee reviewed Dr. Numpang's case further and recommended the Board's approval for the full term of Active Medical Staff Membership with a continuation of a FPPE;

WHEREAS, all appoints to Medical Staff Membership require Board approval; now, therefore be it

RESOLVED, that the Board of Trustees approves the Joint Conference and Professional Affairs subcommittee's recommendation to grant Ben Numpang, MD the full term of Active Medical Staff Privilege status; and, be it further

RESOLVED, that the Board of Trustees directs the Hospital Administrator to duly notify the practitioner listed above and all hospital and medical departments of this reappointment; and be it further

RESOLVED, that the Chairperson certifies and the Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 25th DAY OF SEPTEMBER 2019.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary

Guam Memorial Hospital Authority
Aturidåt Espetåt Mimuriåt Guåhan

850 GOV. CARLOS CAMACHO ROAD
OKA, TAMUNING, GUAM 96913
TEL: (671) 647-2444 or 647-2330
FAX: (671) 649-0145

BOARD OF TRUSTEES
Official Resolution No. 2019-47

"RELATIVE TO THE REASSIGNMENT OF PAY GRADES FOR THE HOSPITAL OCCUPATIONAL THERAPIST II, THE HOSPITAL OCCUPATIONAL THERAPIST ASSISTANT, AND THE HOSPITAL PHYSICAL THERAPIST ASSISTANT POSITIONS"

WHEREAS, in January 2014, the Department of Administration implemented the results of the Government of Guam Competitive Wage Act Classification and Compensation Study which resulted in the down-grade (right-size) in pay grade of the Hospital Occupational Therapist II and Assistant positions, and the Hospital Physical Therapist Assistant position; and

WHEREAS, on January 13, 2017, the Chief of Rehabilitative Services' requested that the salary levels be reviewed for the Hospital Occupational and Physical Therapist series of positions; and

WHEREAS, a review of the Occupational and Physical Therapist series of positions was conducted by the Human Resources Department and the results concluded that the salary levels of the Occupational Therapist II and Assistant, and the Physical Therapist Assistant positions should not have been down-graded; and

WHEREAS, the provisions of 4 GCA, Chapter 6, § 6303.1(a) - Transparency and Disclosure for the creation of positions have been met; and

WHEREAS, the class specifications of the positions are hospital specific and that there is no impact on any other agency outside the Authority; and

WHEREAS, the Human Resources Subcommittee on August 13, 2019 recommended approval to reassign the pay grades of the Hospital Occupational Therapist II, the Hospital Occupational Therapist Assistant (Licensed), the Hospital Physical Therapist Assistant (Licensed), and a change in job evaluation for the Hospital Occupational Therapist I; now, therefore be it

RESOLVED, that the GMHA Board of Trustees accepts the Human Resources Subcommittee's recommendation and approves the proposed amended class specifications by the Human Resources Department; and, be it further

RESOLVED, that the Board of Trustees Chairperson certifies and the Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 25th DAY OF SEPTEMBER 2019.

Certified by:

Theresa Obispo
Chairperson

Attested by:

for

Sarah Thomas-Nededog
Secretary

HOSPITAL PHYSICAL THERAPIST ASSISTANT (LICENSED)

NATURE OF WORK IN THIS CLASS:

This is routine professional physical therapy work in the hospital.

Employees in this class assist in the treatment of patients under the direct and/or indirect supervision of a licensed physical therapist.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)

Provides direct patient care to patients referred to physical therapy in the hospital or other related setting after an initial evaluation has been completed by a licensed physical therapist.

Provides support and assistance to registered licensed physical therapist to maximize effectiveness and efficiency to treatment.

Assists physical therapist in the evaluation of inpatients and outpatients of all age groups referred to physical therapy; assist physical therapist in performing standardized or non-standardized assessments utilized to collect data to establish baseline functioning, to identify problem areas, and to formulate a treatment plan.

Completes patient progress notes and/or weekly summaries under the indirect supervision of the licensed physical therapist as per hospital or other regulatory policy and guidelines.

Attends patient or client care conferences on behalf of the licensed physical therapist.

Adjusts schedules accordingly to provide uninterrupted patient care services.

Maintains records and prepares reports.

Performs related duties as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of the principles, practices and techniques of professional physical therapy.

Knowledge of the pathology of physical illness, psychology, human anatomy, kinesiology, physiology, and related sciences relevant to physical therapy work.

Knowledge of the modalities used in the treatment of a wide range of physical disabilities.

Knowledge of the operation of varied physical therapy equipment.

Ability to carry out prescribed physical therapy treatment as prescribed by the licensed physical therapist.

MINIMUM EXPERIENCE AND TRAINING:

Graduation from a recognized college or university with an Associate's degree from an approved school for physical therapy assistant in the United States.

NECESSARY SPECIAL QUALIFICATIONS:

Possession of a current license as a Physical Therapist Assistant with the Guam Board of Allied Health Examiners.

ESTABLISHED:	September 2006	
Amended:	September 25, 2019	
PAY GRADE/PLAN:	K (GPP)	
HAY EVALUATION		
KNOW HOW:	EI2	175
PROBLEM SOLVING:	D3 (29%)	50
ACCOUNTABILITY:	D1C	57
TOTAL POINTS -		282

THERESA OBISPO, Chairperson
Board of Trustees

HOSPITAL OCCUPATIONAL THERAPIST ASSISTANT (LICENSED)

NATURE OF WORK IN THIS CLASS:

This is routine professional occupational therapy work in the hospital.

Employees in this class assist in the practice of occupational therapy and work under the direct and/or indirect supervision of a licensed occupational therapist.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)

Provides direct patient care to patients referred to occupational therapy in the hospital or other related settings after an initial evaluation has been completed by a licensed occupational therapist.

Assists licensed occupational therapist in the evaluation of inpatients and outpatients of all age groups referred to occupational therapy; assists occupational therapist in performing standardized or non-standardized assessments utilized to collect data to establish baseline functioning, to identify problem areas, and to formulate a treatment plan.

Completes patient progress notes and/or weekly summaries under the indirect supervision of the occupational therapist as per hospital or other regulatory policy and guidelines.

Attends patient or client care conferences.

Adjusts schedules accordingly to provide uninterrupted patient care services.

Maintains records and prepares reports.

Performs related duties as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of the principles, practices and techniques of professional occupational therapy.

Knowledge of the pathology of physical and mental illness, psychology, human anatomy, kinesiology, physiology, and related sciences relevant to occupational therapy work.

Knowledge of the modalities used in the treatment of a wide range of physical and mental disabilities.

Knowledge of the operation of varied occupational therapy equipment.

Ability to carry out prescribed occupational therapy treatment.

MINIMUM EXPERIENCE AND TRAINING:

Graduation from a recognized college or university with an Associate's degree or certificate in Occupational Therapist Assistant from the United States or from a foreign program recognized by the National Board for Certification in Occupational Therapy (NBCOT).

NECESSARY SPECIAL QUALIFICATIONS:

Possession of a current license as an Occupational Therapist Assistant with the Guam Board of Allied Health Examiners.

ESTABLISHED:	September 2006	
Amended:	September 25, 2019	
PAY GRADE/PLAN:	K (GPP)	
HAY EVALUATION		
KNOW HOW:	EI2	175
PROBLEM SOLVING:	D3 (29%)	50
ACCOUNTABILITY:	D1C	57
TOTAL POINTS -		282

THERESA OBISPO, Chairperson
Board of Trustees

HOSPITAL OCCUPATIONAL THERAPIST I

NATURE OF WORK IN THIS CLASS:

This is moderately complex professional occupational therapy work in the hospital.

Employees in this class perform routine to moderately complex professional occupational therapy duties independently after initial training and participate in the full range of complex professional duties under closer supervision.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)

Administers occupational therapy evaluations, testing and treatment procedures following the instructions of a medical doctor and/or a higher level occupational therapist.

Consults with higher level occupational therapist in deciding types of treatment modalities to administer.

Sets up and applies progressive schedules of treatment for individual cases, ranging from pediatric level to geriatric levels.

Evaluates treatment performed, condition, reaction, and progress of patient.

Attends team conferences, grand rounds, and discussion meetings of individual patients with attending physician on weekly or daily basis.

Cooperates with other occupational therapists on staff in the planning of quality assurance evaluations of department.

Performs related duties as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of the principles, procedures and techniques of professional occupational therapy.

Knowledge of the pathology of physical and mental illnesses, psychology, human anatomy, kinesiology, physiology, and related sciences relevant to occupational therapy work.

Knowledge of the modalities used in the treatment of a wide range of occupational disabilities.

Knowledge of the operation of varied occupational therapy equipment.

Ability to carry out prescribed occupational therapy treatment.

Ability to set-up treatment schedules and detect when therapies should be changed or discontinued.

Ability to explain objective of occupational therapy to patients.

Ability to inspire confidence and motivate patients to carry out treatment.

Ability to work effectively with the public and employees.

Ability to keep records and prepare reports, and maintain quality assurance plans and audits.

MINIMUM EXPERIENCE AND TRAINING:

Graduation from a recognized college or university with an Bachelor's degree or certificate in Occupational Therapy from the United States or from a foreign program recognized by the National Board for Certification in Occupational Therapy (NBCOT).

NECESSARY SPECIAL QUALIFICATIONS:

Possession of current certification or eligible for certification as an occupational therapist with the American Occupational Therapy Association (AOTA) or the National Board for Certification in Occupational Therapy (NBCOT); **and**

Possession of a current license in Occupational Therapy with the Guam Board of Allied Health Examiners.

ESTABLISHED:	September 1982	
Amended:	September 25, 2019	
PAY GRADE/PLAN:	L (GPP)	
HAY EVALUATION		
KNOW HOW:	EI2	175
PROBLEM SOLVING:	D3 (33%)	57
ACCOUNTABILITY:	D1C	66
TOTAL POINTS -		298

THERESA OBISPO, Chairperson
Board of Trustees

HOSPITAL OCCUPATIONAL THERAPIST II

NATURE OF WORK IN THIS CLASS:

This is complex professional occupational therapy work in the hospital.

Employees in this class perform the full range of hospital occupational therapy work. Employees lead and guide the work of lower level professional and sub-professional staff.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)

Independently plans and administers the full range of occupational therapy evaluation and testing procedures and treatment modalities for all hospital inpatients and outpatients.

Reviews physician's diagnosis and referral orders; plans and administers the proper therapy which includes extensive hospital rehabilitation programs and psychiatric supportive programs at all levels.

Sets up and applies progressive schedules of treatment for individual cases, ranging from pediatric level to geriatric levels.

Observes and reports unusual patient reactions to the charge nurse or attending physician.

Explain types of treatment and probable reactions to the patients and/or their families.

Keeps professional and technical records on clinic and ward activities and makes reports thereof. Documents all pertinent information into patient's hospital medical records.

Attends all team conferences related to direct patient care, medical committee meetings, grand rounds, and department meetings.

Instructs volunteers and occupational therapy assistants in routine crafts, treatment methods and precautions.

Supervises sub-professional therapy workers and gives guidance to lower level occupational therapists.

Plans and coordinates program activities for the psychiatric unit of the hospital at all levels.

Maintains hospital quality assurance plans and evaluation of services on a concurrent basis.

Performs related duties as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of the principles, procedures and techniques of professional occupational therapy.

Knowledge of the pathology of physical and mental illnesses, psychology, human anatomy, kinesiology, physiology, and related sciences relevant to occupational therapy work.

Knowledge of the technical procedures and modalities used in the treatment of all types of occupational disabilities.

Knowledge of the operation and care of occupational therapy equipment.

Ability to lead the work of others.

Ability to make work decisions in accordance with program guidelines.

Ability to set up treatment schedule and detect when therapy should be changed or discontinued.

Ability to demonstrate techniques and teach objectives of occupational therapy.

Ability to inspire confidence and motivate patients to carry out treatment.

Ability to work effectively with the public and employees.

Ability to communicate effectively, orally and in writing.

Ability to keep records and prepare reports, and maintain on-going quality assurance plans and audits.

MINIMUM EXPERIENCE AND TRAINING:

a) Two years of professional experience as an occupational therapist and graduation from a recognized college or university with an Bachelor's degree or certificate in Occupational Therapy from the United States or from a foreign program recognized by the National Board for Certification in Occupational Therapy (NBCOT); **or**

b) Any equivalent combination of experience and training beyond the Bachelor's degree which provides the minimum knowledge, abilities and skills.

NECESSARY SPECIAL QUALIFICATIONS:

Possession of current certification as an occupational therapist with the American Occupational Therapy Association (AOTA) or the National Board for Certification in Occupational Therapy (NBCOT); **and**

Possession of a current license in Occupational Therapy with the Guam Board of Allied Health Examiners.

ESTABLISHED:	September 1982	
Amended:	September 25, 2019	
PAY GRADE/PLAN:	M (GPP)	
HAY EVALUATION		
KNOW HOW:	EI2	200
PROBLEM SOLVING:	E3 (33%)	66
ACCOUNTABILITY:	E1C	76
TOTAL POINTS -		342

THERESA OBISPO, Chairperson
Board of Trustees

Guam Memorial Hospital Authority
Aturidåt Espetåt Mimuriåt Guåhan

850 GOV. CARLOS CAMACHO ROAD
OKA, TAMUNING, GUAM 96913
TEL: (671) 647-2444 or 647-2330
FAX: (671) 649-0145

BOARD OF TRUSTEES
Official Resolution No. 2019-48

"RELATIVE TO THE AMENDMENT OF JOB QUALIFICATION REQUIREMENTS FOR THE THERAPEUTIC RECREATIONAL ACTIVITIES COORDINATOR POSITION"

WHEREAS, on March 29, 2019, the Hospital Administrator/CEO approved the Chief of Rehabilitative Services' request to amend the job qualifications of the Therapeutic Recreational Activities Coordinator position; and

WHEREAS, GMHA historically has had difficulty obtaining adequate, appropriately trained applicants for the Therapeutic Recreational Activities Coordinator position to meet the current needs of the department and the community; and

WHEREAS, in order to make it possible to expand the pool of qualified applicants, it would be necessary to amend the current job qualification requirements of the Therapeutic Recreational Activities Coordinator by including work experience as an occupational therapist or an occupational therapist assistant (and not just therapeutic recreation), and to allow for certification from other nationally recognized United States accrediting bodies for the profession (and not just the National Council for Therapeutic Recreation); and

WHEREAS, the provisions of 4 GCA, Chapter 6, § 6303.1(a) - Transparency and Disclosure for the creation of positions have been met; and

WHEREAS, the class specification of the position is hospital specific and that there is no impact on any other agency outside the Authority; and

WHEREAS, the Human Resources Subcommittee on August 13, 2019 recommended approval to amend the job qualifications of the Therapeutic Recreational Activities Coordinator; now, therefore be it

RESOLVED, that the GMHA Board of Trustees accepts the Human Resources Subcommittee's recommendation and approves the proposed amended class specification by the Human Resources Department; and, be it further

RESOLVED, that the Board of Trustees Chairperson certifies and the Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 25th DAY OF SEPTEMBER 2019.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sarah Thomas-Nededog
Secretary

THERAPEUTIC RECREATIONAL ACTIVITIES COORDINATOR

NATURE OF WORK IN THIS CLASS:

This is professional work involved in coordinating therapeutic recreational activities for the geriatric/mentally/physically challenged clients in a healthcare setting or physically challenged program.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)

Coordinates therapeutic recreational activities for the disabled elderly and other patients/clients.

Corroborates with outside individuals and agencies in supporting recreational programs.

Develops and implements activity policies, procedures and guidelines in compliance with regulatory requirements.

Confers with other medical personnel to assess and determine type of recreational activity to complement the phases of total rehabilitative or treatment programs.

Performs administrative aspects of the recreational service.

Completes evaluations, maintain records, collect data, and prepare reports. Oversees subordinate technical staff.

Performs related duties as assigned.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of the principles and practices of therapeutic recreation.

Knowledge of human development especially for the geriatric population.

Knowledge of human disease pathology and abnormal physical and psychological development.

Knowledge of human behavior and human adaptation to disease processes.

Ability to coordinate therapeutic recreational programs and activities for clients in various settings.

Ability to make decisions in accordance with program guidelines.

Ability to interpret and apply pertinent laws, rules, regulations and other program guidelines.

Ability to relate to disabled clients.

Ability to work effectively with employees and the public.

Ability to communicate effectively, orally, and in writing.

Ability to maintain records and prepare reports.

MINIMUM EXPERIENCE AND TRAINING:

A) Two years of experience in coordinating or working in the area of therapeutic recreation, or working as an Occupational Therapist; or working as an Occupational Therapist Assistant in a patient client activities program and graduation from a recognized college or university with a Bachelor's degree in behavioral sciences, recreation, education or related fields; **or**

B) Four years of experience in coordinating or working in the area of therapeutic recreation, or working as an Occupational Therapist; or working as an Occupational Therapist Assistant in a patient client activities program and graduation from a recognized college or university with an Associate's degree in behavioral sciences, recreation, education or related fields; **or**

C) Any equivalent combination of experience and training beyond the Associate's degree which provides the minimum knowledge, abilities and skills.

NECESSARY SPECIAL QUALIFICATIONS:

A) Possession of a current license as a registered Occupational Therapist or Licensed Occupational Therapy Assistant from the Guam Board of Allied Health Professionals; **or**

B) National certification provided by any one of the following: the National Council for Therapeutic Recreation Certification (NCTRC); the American Therapeutic Recreation Association (ATRA); the National Council of Certified Activity Professionals (NCCAP); and/or any other nationally recognized United States accrediting body for activity professionals; **and**

C) Possession of a current Basic Life Support (BLS) certificate from the American Heart Association (AHA).

ESTABLISHED:	January 1982	
Amended:	August 2010; September 25, 2019	
PAY GRADE/PLAN:	M (GPP)	
HAY EVALUATION		
KNOW HOW:	EI2	200
PROBLEM SOLVING:	E3 (33%)	66
ACCOUNTABILITY:	D2C	76
TOTAL POINTS -		342

THERESA OBISPO, Chairperson
Board of Trustees

China signals veto in standoff with US over Afghanistan UN mission

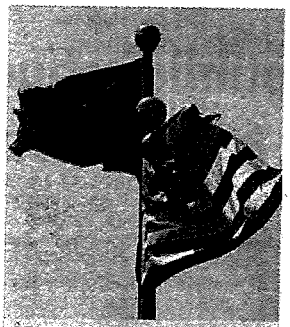
UNITED NATIONS (Reuters) – China and the United States are deadlocked over a U.N. Security Council resolution to extend the world body's political mission in Afghanistan, with Beijing signaling it will cast a veto because there is no reference to its global Belt and Road infrastructure project, diplomats said on Monday.

A planned vote on Monday by the 15-member Security Council to renew the mission, known as UNAMA, was delayed to Tuesday to allow for further negotiations. The mission's mandate expires on Tuesday. To pass, a resolution needs nine votes in favor and no vetoes by the United States, China, France, Russia and Britain.

Ahead of the postponement, diplomats said China was expected to veto a resolution – drafted by Germany and Indonesia – that did not reference the Belt and Road project. China's U.N. mission did not immediately respond to a request for comment.

China was then planning to propose a vote on a short draft resolution, known as a technical rollover, to allow the mission to keep operating, diplomats said. But they added it could fail to get the nine votes needed to pass because several council members were considering abstaining.

The U.N. mission, which was established in 2002, is helping Afghanistan prepare for Sept. 28 elections and is pushing for peace talks between the Afghan government and the Taliban.



DEADLOCKED: *Chinese and U.S. flags flutter near The Bund, before a U.S. trade delegation meets their Chinese counterparts for talks in Shanghai, China, July 30.* Reuters file photo

Talks between the United States and the Taliban militants on a U.S. troop withdrawal fell apart earlier this month. There are 14,000 U.S. forces and thousands of other NATO troops in the country, 18 years after a U.S.-led coalition invaded following the Sept. 11, 2001, al Qaeda attacks on the U.S.

The UNAMA mandate is renewed annually by the Security Council. The resolutions in 2016, 2017 and 2018 all included a reference welcoming and urging efforts like China's Belt and Road initiative to facilitate trade and transit.

But when it came time to extend the mandate again in March, the United States and other Western council members wanted the language removed, sparking a standoff with China. The council ended up adopting a six-month technical rollover to allow the mission to keep operating.

At the time, acting U.S. Ambassador Jonathan Cohen slammed China for holding "the resolution hostage" by insisting "on making it about Chinese national political priorities rather than the people of Afghanistan."

He criticized Beijing's Belt and Road initiative – to link China by sea and land through an infrastructure network with southeast and central Asia, the Middle East, Europe and Africa – for "known problems with corruption, debt distress, environmental damage, and lack of transparency."

Israel's Netanyahu fights for new term after decade in power

JERUSALEM (Reuters) – Israeli Prime Minister Benjamin Netanyahu faces a battle for political survival in a closely fought election on Tuesday that could end his 10-year domination of national politics.

Opinion polls put former armed forces chief Benny Gantz's centrist Blue and White party neck-and-neck with Netanyahu's right-wing Likud, and suggest the far-right Yisrael Beiteinu party could emerge as kingmaker in coalition talks.

The two main parties' campaigns in Israel's second parliamentary election in five months point to only narrow differences on many important issues: the regional struggle against Iran, ties with the Palestinians and the United States, and the stable economy.

An end to the Netanyahu era would be unlikely to lead to a big change in policy on hotly disputed issues in the peace process with the Palestinians that collapsed five years ago.

Netanyahu has announced his intention to annex the Jordan Valley in the occupied West Bank, where the Palestinians seek statehood. But Blue and White has also said it would strengthen Jewish settlement blocs in the West Bank, with the Jordan Valley as Israel's "eastern security border."

The election was called after Netanyahu failed to form a coalition following an April election in which Likud and Blue and White were tied, each taking 35 of the 120 seats in the Knesset, or parliament.

Netanyahu, 69, has cast himself as indispensable and blighted by voter complacency over his tenure – the longest of any Israeli prime minister. He was prime minister from June 1996 until July 1999 and has held the post since March 2009.

Guam Memorial Hospital Authority
Aturidåt Espetåt Mimuriåt Guåhan
850 Governor Carlos G. Camacho Road
Tamuning, Guam 96913

PUBLIC NOTICE

BOARD OF TRUSTEES MEETING

Date: Wednesday, September 25, 2019
Time: 5:30 p.m.
Place: 1st Floor, Daniel L. Webb Conference Room

For special accommodations, auxiliary aids or other services, please contact Toni Tenorio at 647-2218, Monday through Friday from 8:00 a.m. to 5:00 p.m.

/s/ Lillian Perez-Posadas, MN, RN
Hospital Administrator/CEO

This advertisement was paid for with government funds.

UNITED CHINESE ASSOCIATION OF GUAM
(A Non-Profit Organization)

Unit US$

Statement of Financial Position
December 31, 2018

Current Assets:	Assets	
Cash on hand & in banks	91,139.34	
Accounts Receivable	27,556.02	
Rental Deposit payments	4,530.00	123,225.36
Fixed Assets:		
Description		
Furniture & Equipment	19,830.49	
Less Accumulated Depreciation	(19,208.42)	
		622.07
Total Assets		123,847.43
Liabilities and Net Assets		
Current Liabilities:		
Accounts payable		2,546.12
Net assets:		
Unrestricted		
Operating	68,941.29	
Temporarily restricted	54,360.02	
Total net assets		121,301.31
Total liabilities and net assets		123,847.43

Statement of Activities
For the Year Ended December 31, 2018

	Unrestricted	Total
Public Support, Revenues and Reclassifications:		
Donations from individuals and company	56,625.80	56,625.80
Membership fees	26,960.00	26,960.00
Advertising income	47,700.00	47,700.00
Interest income	39.21	39.21
Total public support, revenues and reclassifications	131,325.01	131,325.01
Expenses:		
Advertising	288.00	288.00
Bank Charges	494.70	494.70
Commissions	8,814.00	8,814.00
Contributions and donations	46,650.00	46,650.00
Festival activities and entertainment expenses	28,976.06	28,976.06
Office Expense	10,313.50	10,313.50
Printing & stationary	17,682.51	17,682.51
Professional Fees	3,534.34	3,534.34
Rental expenses	6,077.26	6,077.26
Telephone, cable & postage	128.30	128.30
Total expenses	122,958.67	122,958.67
Change in net assets	8,366.34	8,366.34
Net of assets as of January 1, 2018	114,479.97	114,479.97
Net of assets as of December 31, 2018	122,846.31	122,846.31

Doc. No. 35GL-19-1082.*

Imelda rains kill 2, flood Houston

HOUSTON (Reuters) - Tropical Storm Imelda dumped torrential rains over the Houston-area, killing at least two people, while rescuers in boats pulled hundreds from flooded cars, the airport temporarily halted flights and tens of thousands of people lost power.

Heavy rains had abated by Thursday evening, although flash flood watches remained in effect through Friday morning and rescuers were still working to reach stranded motorists and those trapped in homes late into the night as floodwaters were slow to drain off.

The National Hurricane Center said in a late Thursday bulletin that up to 45 inches of rain will have fallen in some areas by the time the storm blows off on Friday afternoon.

Ed Gonzalez, sheriff for Harris County, which includes Houston, confirmed the second death from the storm.

He tweeted on Thursday that he was at the scene where first-responders tried to save a man who had driven his white van headlong into deep waters.

"The water level was about 8 feet high," Gonzalez wrote, describing the incident. "The driver paused briefly, then accelerated into it the water, causing his van to go under."

Gonzalez said the man driving the van was pulled from the vehicle after some 20 minutes underwater and was later pronounced dead at a hospital.

The other victim of the storm was electrocuted southeast of Houston while trying to move his horse to safety, according to a statement on the Facebook page of the Jefferson County Sheriff's Department. No other details were provided.

George Bush Intercontinental Airport halted all flights for about two hours, and Governor Greg Abbott declared a state of disaster covering more than a dozen counties.

Teen helps launch UN youth climate summit

NEW YORK (Tribune News Service) - Swedish teenage climate activist Greta Thunberg helped kick off a youth climate summit at the United Nations in New York on Saturday, ahead of a key gathering of world leaders next week.

"Yesterday millions of people across the globe marched and demanded real climate action, especially young people. We showed that we are united and we young people are unstoppable," Thunberg said.

U.N. Secretary-General Antonio Guterres, who will host world leaders at on Monday at a major climate summit before the presidents and prime ministers begin days of speeches at the U.N. General Assembly, also took part in the youth summit, urging his generation to heed the voices of the youth.

Some 700 activists were taking part in the youth summit, where young people were sharing information about the negative consequences of climate change and what they were doing in their home countries.

A running theme is the idea that the youth will be most directly affected by climate change in the future, but they are not part of the decision-making process.

The youth summit kicked off a day after hundreds of thousands of people around the world took part in strikes to raise awareness for climate change and demand policy changes. In New York, Thunberg joined tens of thousands for protests.

President Donald Trump is not expected to attend Monday's summit. Trump announced in 2017 that he was pulling the United States out of the Paris climate agreement, an international deal to limit the world's greenhouse gas emissions and slow global warming.



SEEKING CHANGE: *U.N. Secretary-General Antonio Guterres speaks next to youth climate activists at the first United Nations Youth Climate Summit on Sept. 21 in New York City. From left: Komal Karishma Kumar, Wanjuhi Njoroge, Greta Thunberg and Bruno Rodriguez.*
Stephanie Keith/Getty Images/Tribune News Service

Court: Wage laws apply to cannabis workers

(Reuters) - A U.S. appeals court on Friday said the federal law requiring that workers be paid a minimum wage and overtime applies to employees in the marijuana industry, as an increasing number of states legalize recreational use.

The 10th U.S. Circuit Court of Appeals in Colorado said the protections in the Fair Labor Standards Act apply to "all workers," regardless of whether the business they are engaged in is illegal under federal law.

The court rejected arguments by Colorado-based Helix TCS Inc., which provides security services for marijuana businesses, that its guards were not entitled to overtime because their work is illegal under the federal Controlled Substances Act.

Lawyers for Helix and a former security guard who filed the class-action lawsuit did not immediately respond to requests for comment.

The ruling was the first by a U.S. appeals court to address the issue. Other courts have said that businesses engaged in unlawful activities, such as gambling or employing illegal immigrants, are still subject to the FLSA.

Colorado, California, and Illinois are among the 11 U.S. states that have legalized recreational marijuana use by adults since 2012. Many other states permit marijuana use for medical purposes.

In Friday's decision, the 10th Circuit said that denying wage protections to workers in the marijuana industry would encourage employers to engage in illegal markets and give them an unfair advantage over legal businesses.

The court noted that Congress has repeatedly amended the FLSA to exempt specific groups of workers, and has never done so for employees of marijuana businesses.

Guam Memorial Hospital Authority
Aturidåt Espetåt Mimuriåt Guåhan
850 Governor Carlos G. Camacho Road
Tamuning, Guam 96913

PUBLIC NOTICE

BOARD OF TRUSTEES MEETING

Date: Wednesday, September 25, 2019
Time: 5:30 p.m.
Place: 1st Floor, Daniel L. Webb Conference Room

For special accommodations, auxiliary aids or other services, please contact Toni Tenorio at 647-2218, Monday through Friday from 8:00 a.m. to 5:00 p.m.

/s/ Lillian Perez-Posadas, MN, RN
Hospital Administrator/CEO

This advertisement was paid for with government funds.

Kumision I Tano Saina'ta
Guam Ancestral Lands Commission

The Guam Ancestral Lands Commission Board Meeting will be held on **Wednesday, September 25, 2019 at 2:00 p.m.**, Department of Land Management conference room, 3rd Floor of the ITC Building 590 S. Marine Corps Drive, Tamuning. The agenda may be viewed at the following link:

http://dlm.guam.gov/announcements-2/

Individuals requiring special accommodations, auxiliary aids or services, please call Liza Camacho at 649-5263 ext. 475/440.

This ad paid for by Government funds.

Theo Pangelinan

From: Theo Pangelinan <theo.pangelinan@gmha.org>
Sent: Wednesday, September 18, 2019 7:58 AM
Subject: FIRST NOTICE of GMHA Board of Trustees Meeting

Importance: High

FOR IMMEDIATE RELEASE – September 18, 2019

NOTICE OF PUBLIC MEETING

In accordance with the Open Government Law relative to notice of meetings, this serves as public notice for the regular meeting of the GMHA Board of Trustees on Wednesday, September 25, 2019 at 5:30 p.m. in the Daniel L. Webb Conference Room.

You may contact Toni Tenorio at 647-2218 or via e-mail at toni.tenorio@gmh.org for special accommodations, auxiliary aids, or other services.

Theo M. Pangelinan
Administrative Officer | Guam Memorial Hospital Authority | Hospital Administration
phone: (671) 647-2104
site: www.gmha.org
email: theo.pangelinan@gmha.org
address: 850 Gov. Carlos G. Camacho Road, Tamuning, Guam 96913

CONFIDENTIALITY NOTICE: This e-mail message and any included attachments are intended only for the addressee or entity named above and may contain Confidential and Privileged information for the sole use of the intended recipient(s). If you have received this e-mail in error, please immediately notify the sender by return e-mail and delete this e-mail and any attachments from your computer system. To the extent the information in this e-mail and any attachments contain protected health information as defined by the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), PL 104-191; 43 CFR Parts 160 and 164; it is confidential and/or privileged. If you are not the intended recipient, any disclosure, copying, forwarding, printing, distribution or use of information is strictly PROHIBITED. (GMHA Policy No. 6420-2)

Theo Pangelinan

From: Theo Pangelinan <theo.pangelinan@gmha.org>
Sent: Monday, September 23, 2019 7:19 AM
Subject: SECOND NOTICE of GMHA Board of Trustees Meeting

Importance: High

FOR IMMEDIATE RELEASE – September 23, 2019

NOTICE OF PUBLIC MEETING

In accordance with the Open Government Law relative to notice of meetings, this serves as public notice for the regular meeting of the GMHA Board of Trustees on Wednesday, September 25, 2019 at 5:30 p.m. in the Daniel L. Webb Conference Room.

You may contact Toni Tenorio at 647-2218 or via e-mail at toni.tenorio@gmh.org for special accommodations, auxiliary aids, or other services.

Theo M. Pangelinan
Administrative Officer | Guam Memorial Hospital Authority | Hospital Administration
phone: (671) 647-2104
site: www.gmha.org
email: theo.pangelinan@gmha.org
address: 850 Gov. Carlos G. Camacho Road, Tamuning, Guam 96913

CONFIDENTIALITY NOTICE: This e-mail message and any included attachments are intended only for the addressee or entity named above and may contain Confidential and Privileged information for the sole use of the intended recipient(s). If you have received this e-mail in error, please immediately notify the sender by return e-mail and delete this e-mail and any attachments from your computer system. To the extent the information in this e-mail and any attachments contain protected health information as defined by the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), PL 104-191; 43 CFR Parts 160 and 164; it is confidential and/or privileged. If you are not the intended recipient, any disclosure, copying, forwarding, printing, distribution or use of information is strictly PROHIBITED. (GMHA Policy No. 6420-2)